



Briefing Note

Employment of Transitional Certificate Licensees

Issue

The College wishes to update Council concerning school board employment practices in respect of Transitional Certificate of Qualification and Registration (TCQR) licensees.

The College proposes that Council request that the Minister of Education amend s. 19(4)(a) of Ontario Regulation 298 (Operation of Schools – General) under the *Education Act, R.S.O. 1990, c. E.2* (the Education Act) to align existing restrictions imposed on multi-session transitional teachers that prevent those teachers from being assigned to classrooms where they do not have the requisite subject/division qualifications, with teachers licensed under the new transitional certificate.

Background

This Briefing Note serves to update Council on the evolving employment practices of school boards in respect of TCQR licensees. In July 2023, Council approved a motion to recommend to the Minister to create the new TCQR, which was implemented on August 30, 2023. Council was further advised in a Briefing Note:

Like the temporary certificate, the new transitional certificate will allow students enrolled in initial teacher education programs in Ontario to work in publicly funded schools as occasional/supply teachers while completing their studies.

In the accompanying chart/appendix to the Briefing Note, it stated that this, “provides a significant pool of teacher candidates to fill daily occasional teaching positions at schools”.

Through ongoing consultations with school boards and faculties, the College has learned that school boards have begun hiring TCQR licensees into Long-Term Occasional (LTO) teacher positions. The College has advised school boards and Faculties of Education that while College regulations do not prohibit hiring TCQR holders into LTO positions, this practice poses serious risks to the teacher candidate’s ability to complete their teacher education program as accredited.

While school boards ordinarily assign teachers based on their subject/divisions of qualification, there are provisions in the teacher assignment provisions of the Education Act, specifically section 19 of O. Reg 298 – Operation of Schools, which permit schools to assign teachers to classrooms that are not based on the teacher’s subject/division of qualification, with some restrictions. The employment of TCQR licensees as LTOs and the ongoing provincial teacher shortage increases the probability that schools may assign TCQR licensees in subjects/divisions for which the licensee is not qualified.

Rationale

In light of the above summarized employment practices undertaken by school boards, it is notable that the potential risks in placing a non-general Certificate of Qualification and Registration (CQR) licensee in a classroom where the non-general CQR licensee does not have a qualifying subject/division is addressed in legislation. For example, s. 19(4)(a) of O. Reg. 298 indicates that a “multi-session TCQR” licensee shall not teach in a division or to teach a subject for which he or she does not hold a qualification.

Like multi-session TCQR licensees, TCQR licensees are only partway through their initial teacher education program and are, presumably, less qualified or able to perform work outside of their respective subject/division of qualification. As such, the same teacher assignment restriction on teaching outside of subject/division should apply for TCQR holders as it does

for multi-session TCQR holders in order to reduce risks to student learning or safety.

Recommendations

The College requests that Council recommend to the Minister of Education that s. 19(4)(a) of Ontario Regulation 298 be amended to read:

19. (4) An agreement under subsection (3) respecting the assignment or appointment of a teacher to teach in a division or to teach a subject for which he or she does not hold a qualification,

(a) shall not be made in respect of a teacher who holds, or is deemed to hold, a multi-session transitional certificate of qualification and registration or a transitional certificate of qualification and registration under the teachers' qualifications regulation (O. Reg. 298/19/4);

Prepared by:

Policy and Governance Unit

Date:

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